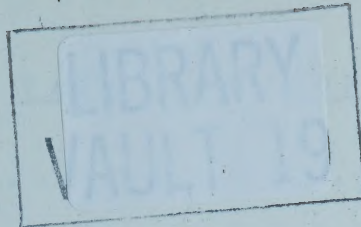


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DEPARTMENT OF MANPOWER AND LABOUR

ANNUAL REPORT - 1972

~~LABOUR LIBRARY~~

Dr. A.E. Hohol, Minister

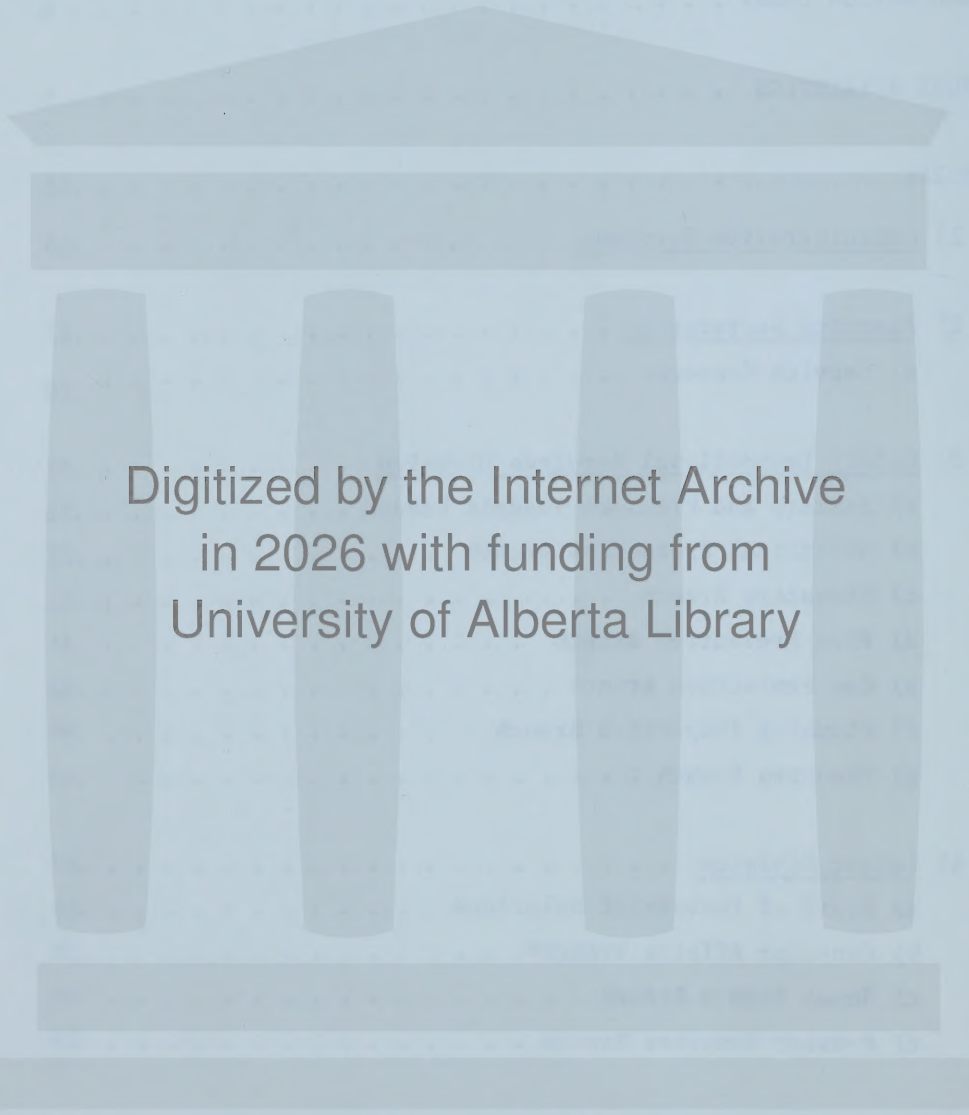
D.I. Gardner, Deputy Minister

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* Includes a report to the Supervisor of the Credit and Loans Agreement Act.



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INTRODUCTION

The Alberta Department of Manpower and Labour is responsible for administering and enforcing all statutes assigned to it by the Alberta Legislature. It is charged with the duty of continually reviewing and updating the labour law of the Province, and with the implementation of an Alberta Manpower Policy. In addition it is to collect, evaluate and publish information relating to labour conditions, as well as perform any other function the Legislature sees fit to bestow.

At December 31, 1972, the Alberta Department of Manpower and Labour was responsible for the administration of all Alberta statutes in respect of:

1. Labour-management relations.
2. Wages, hours, holidays and other conditions of employment in Alberta.
3. Apprenticeship training and qualification of tradesmen.
4. The safe construction and operation of elevators; electrical, gas and plumbing installations; and pressure vessels in Alberta.
5. The maintenance and protection of human rights in Alberta.
6. The examination of pension plans to ensure that workers receive all the benefits they are entitled to.

7. The accreditation of all trade schools, and employment agencies in the Province.
8. The interests of consumers and businesses in Alberta.
9. The enforcement of all laws and regulations in Alberta relating to fire prevention.
10. The inspection of all theatres and public halls in Alberta in the interests of public safety. In addition, the Department is responsible for the training and accreditation of film projectionists.

This Annual Report covers the activities of the Alberta Department of Manpower and Labour during the twelve-month period ending December 31, 1972. Following a brief review of Labour Statistics are detailed reports for each Branch in the Department.

Each Branch Report includes the purpose and responsibilities of the Branch, its major activities, and the highlights of its annual report. Although these Branch reports cover the calendar year 1972, they have been arranged, as can be seen in the Table of Contents, by major Divisions in accordance with a departmental re-organization which went into effect on January 1, 1973.

DEPARTMENT OF MANPOWER AND LABOUR OFFICERS

Dr. A.E. Hohol - Minister

D.I. Gardner - Deputy Minister

DIVISIONS & BRANCHES	HEAD	POSITION
Administrative Services	G.D. Aitken	Director
Planning Secretariat	Dr. E. Mansfield	Chairman
1) Service Research	G.H. Wright	Director
Safety Inspectional Services Div.	vacant	Asst. Deputy Minister
1) Boilers & Pressure Vessels Branch	A.J. Rees	Chief Inspector
2) Electrical Protection Br.	G.W. Lawson	Chief Inspector
3) Elevators Branch	W.E. Sutton	Chief Inspector
4) Fire Prevention Branch	A.E. Bridges	Fire Commissioner
5) Gas Protection Branch	J.T. Mercer	Chief Inspector
6) Plumbing Inspection Branch	W.A. Milligan	Chief Inspector
7) Theatre Inspection Branch	K.D. Kremer	Chief Inspector
Labour Division	R.B. d'Esterre	Asst. Deputy Minister
1) Board of Industrial Relations	R.B. d'Esterre	Chairman
a) Labour Standards	Wm. Maday	Director
b) Labour Relations	J.R. Hutton	Director
2) Human Rights Branch	K.C. Henders	Administrator
3) Pension Benefits Branch	A.H. Wakefield	Superintendent
Manpower Division	Dr. E. Mansfield	Asst. Deputy Minister
1) Apprenticeship & Trades Qualification Branch	G.L. Peers	Director

1972

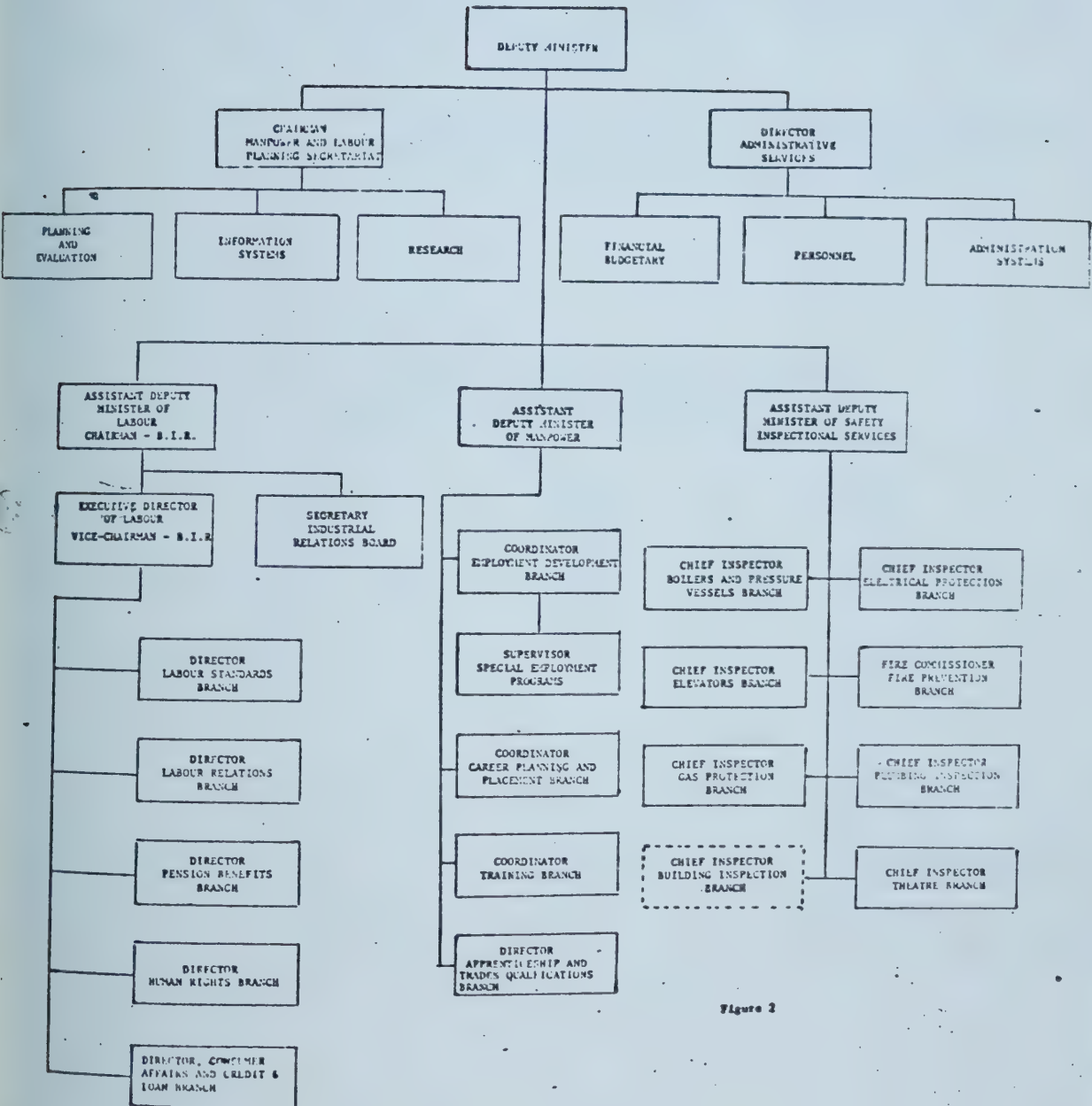


Figure 2

LABOUR STATISTICS

POPULATION:

The population of Alberta in 1972 (as of June 1) was 1,655,000 people (see Table 2 and Chart 1). This was an increase of 27,000 persons (1.7%) over the 1971 population figure.

Since 1968 Alberta has experienced an 8.7% growth in population (see Table 1), while Canada only registered an increase of 5.5%.

TABLE 1:

COMPARATIVE RATES OF POPULATION GROWTH

ALBERTA & CANADA (1968-72) - percentages

<u>YEAR</u>	<u>CANADA*</u>	<u>ALBERTA*</u>
1967-68	+1.6	+2.3
1968-69	+1.5	+2.3
1969-70	+1.4	+2.3
1970-71	+1.3	+2.1
1971-72	+1.2	+1.7
1968-72	+5.5	+8.7

* as of June 1 (estimated)

SOURCE: Statistics Canada (91-201)

TABLE 2

POPULATION OF ALBERTA & CANADA

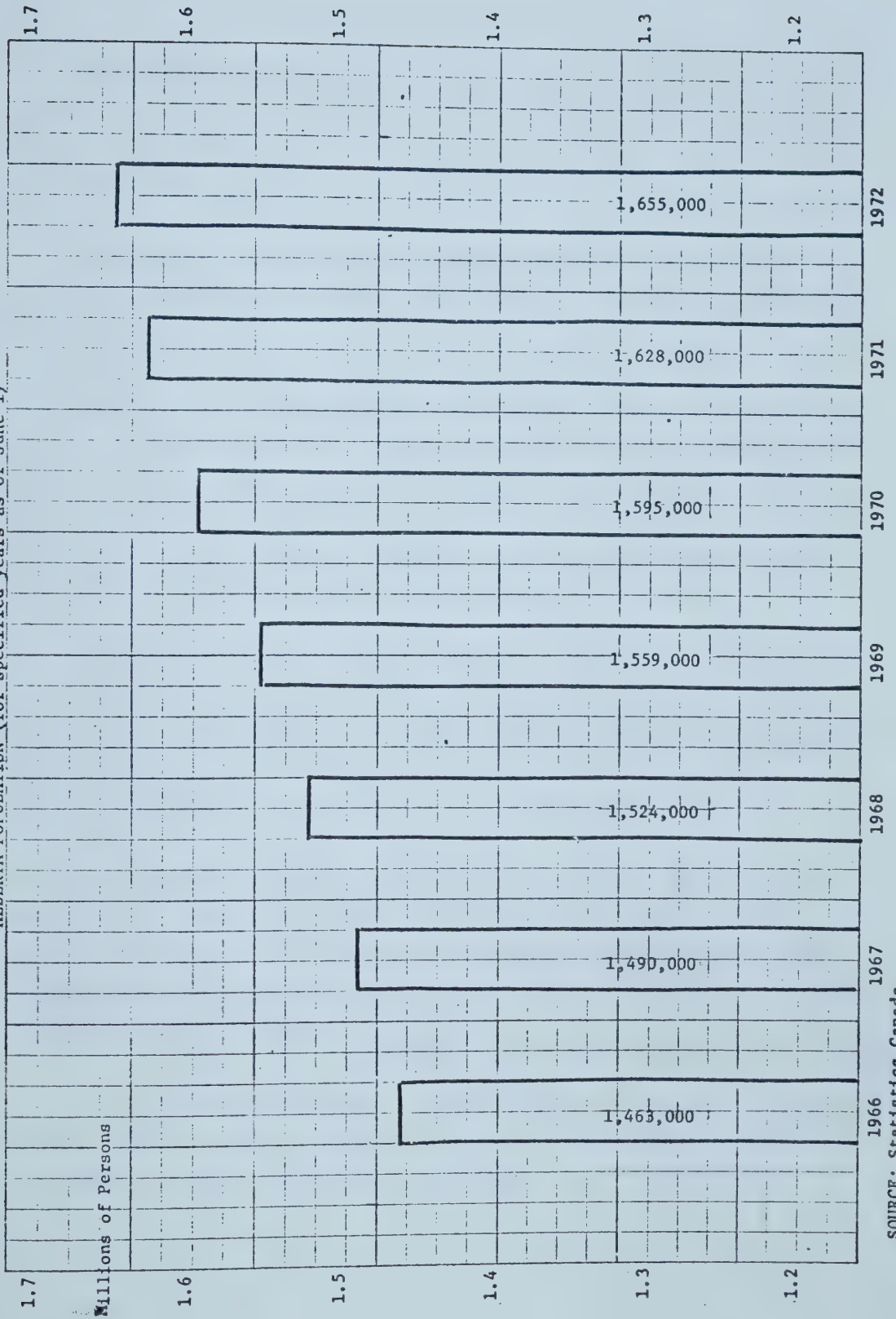
- for specified years as of June 1 (in thousands)

YEAR	CANADA	ALBERTA	% ALBERTA/CANADA
1966	20,015	1,463	7.3
1967	20,378	1,490	7.2
1968	20,701	1,524	7.4
1969	21,001	1,559	7.4
1970	21,297	1,595	7.5
1971	21,569	1,628	7.5
1972	21,830	1,655	7.6

SOURCE: Statistics Canada (91-201)

CHART 1

ALBERTA POPULATION (for specified years as of June 1)



SOURCE: Statistics Canada

THE 1972 LABOUR FORCE - ALBERTA

The labour force includes all persons fourteen years of age and over who are employed, or unemployed and actively seeking work. In 1972, the Alberta labour force continued to grow registering a 3.6% increase (compared with 2.2% in 1971).

During 1972, the labour force reached 688,000 (an increase of 24,000 workers over 1971 levels). The supply of available manpower is shown on Chart 2.

Until 1971, the female sector of the labour force had been growing at a much higher annual rate of increase than had the male labour force. In 1972, however, these two groups recorded fairly comparable rates of growth, with females (3.8%) showing only a slight edge over males (3.4%). This may be a reflection of an improved economy in 1972, resulting in fewer women seeking employment for extra income.

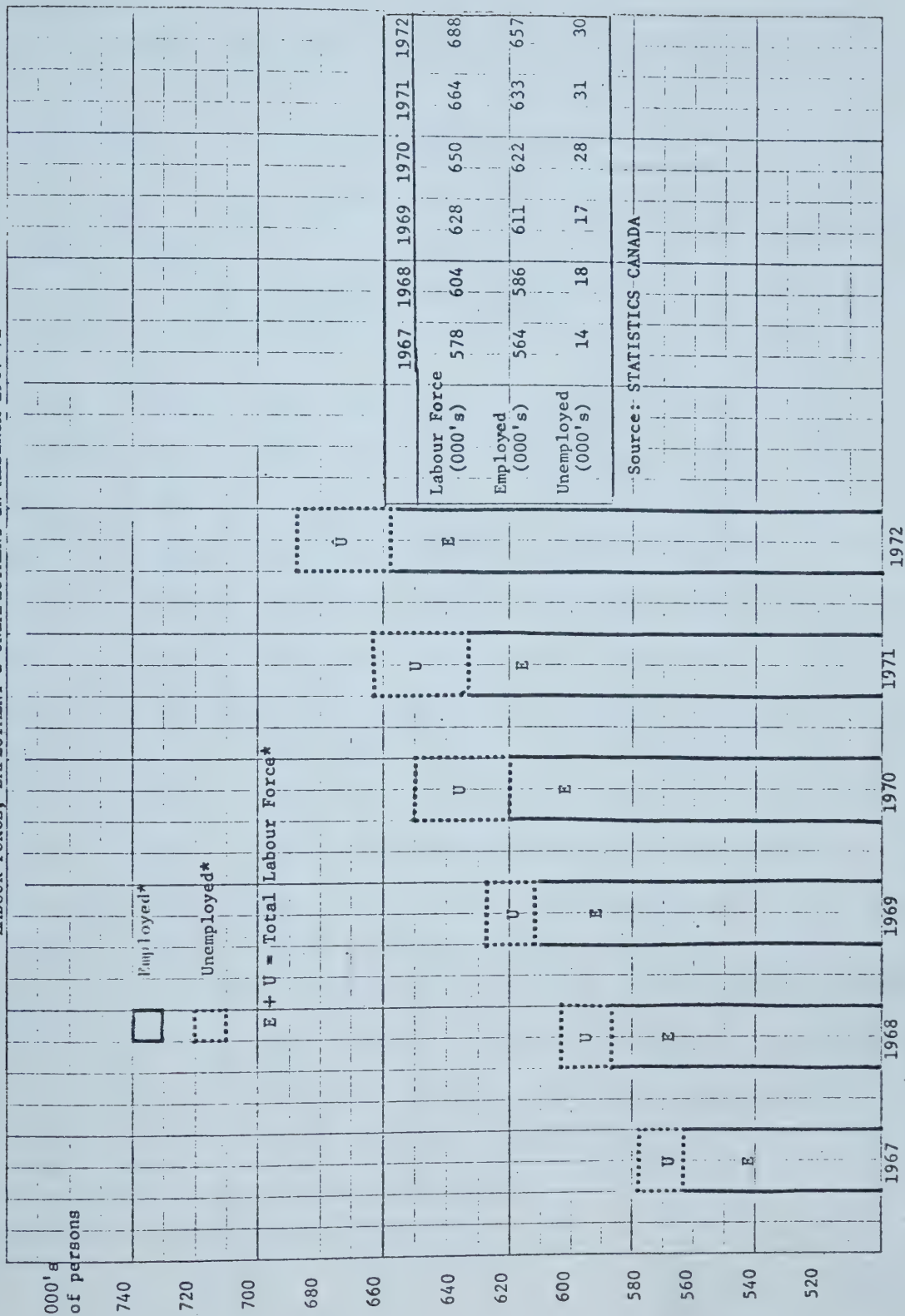
Average employment in 1972 (see TABLE 3) was approximately 657,000 or 95.6% of the total labour force. This represents an increase of 3.8% over the number of employed workers in 1971. The employment peak was reached in July with 96.1% of the labour force working. This compares favourably with the level of employed recorded in July 1971.

Unemployment averaged 30,000 in 1972, this being 4.4% of the total labour force. This was a decline of 0.3% or 1,000 workers from 1971 figures. Comparison of figures for 1972 and 1971 show that generally unemployment was less severe in 1972, with a peak of approximately 5.0% as compared with 6.5% in 1971.

The 1972 unemployment rate of 4.4% for Alberta was well below the national rate of 6.3%. As can be seen in TABLE 4, Alberta has been consistently below the national unemployment level in recent years.

CHART 2

LABOUR FORCE, EMPLOYMENT & UNEMPLOYMENT IN ALBERTA 1967-72



* 12 month averages for specified years

TABLE 3

MONTHLY LABOUR FORCE BY SEX AND EMPLOYMENT STATUS - ALBERTA (1972)

Month	Labour Force (in thousands)								
	Total	Male		Female		Employed		Unemployed	
		No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
January	648	437	67.4	211	32.6	615	94.9	33	5.1
February	657	442	67.2	214	32.8	624	95.0	33	5.0
March	657	445	67.7	212	32.3	625	95.1	32	4.9
April	677	458	67.6	219	32.4	643	94.8	35	5.2
May	695	475	68.3	220	31.7	665	95.8	29	4.2
June	709	478	67.4	232	32.6	680	95.9	29	4.1
July	726	490	67.5	236	32.5	698	96.1	28	3.9
August	717	484	67.5	233	32.5	691	96.4	26	3.6
September	696	458	65.8	237	34.2	672	96.7	23	3.3
October	694	458	66.0	236	34.0	667	96.3	26	3.7
November	688	450	65.4	238	34.6	653	94.9	35	5.1
December	694	455	65.6	238	34.4	656	94.7	37	5.3
12 Month Average 1972	688	461	67.0	227	33.0	657	95.6	30	4.4
12 Month Average 1971	664	446	67.2	217	32.8	633	95.3	31	4.7

SOURCE: Statistics Canada (71-001)

TABLE 4

ANNUAL AVERAGE UNEMPLOYMENT RATESALBERTA & CANADA 1966-72

(percentages)

YEAR	CANADA	ALBERTA
1966	3.6	2.3
1967	4.1	2.4
1968	4.8	3.0
1969	4.7	2.7
1970	5.9	4.3
1971	6.4	4.7
1972	6.3	4.4

SOURCE: Statistics Canada (71-001)

LABOUR INCOME

Total labour income is the sum of all remuneration paid to employees in return for services rendered.

Total wages and salaries paid to Alberta employees in 1972 was approximately 3,894 million dollars; an increase of 10.6% over 1971 (see Table 5).

Average Weekly Wages and Salaries:

Estimated average weekly wages and salaries in Alberta continued to increase during 1972, maintaining an all-industry average above the national average.

As indicated in Table 6, the all-industry 12-month average for Alberta registered an increase of 8.8%, whereas the national average recorded a slightly lower increase of 8.3%. These increases compare favourably with those of the previous year for both Alberta and Canada.

On an industry level, Table 7 shows that all industries in Alberta continued to record wage and salary increases in 1972. The largest gain (11.5%) was registered in the construction industry, with manufacturing and the service industry following close behind at 9.5% and 9.3%, respectively.

TABLE 5

TOTAL LABOUR INCOME - ALBERTA (1969-72)

- all industries -

<u>YEAR</u>	<u>DOLLARS (millions)</u>	<u>12-MONTH CHANGE (%)</u>
1969*	2,898	+16.7
1970*	3,208	+10.7
1971*	3,520	+ 9.7
1972**	3,894	+10.6

* Preliminary

** Estimated by Service Research, Planning Secretariat, Alberta Department of Manpower and Labour

SOURCE: Statistics Canada (72-002)

TABLE 6

AVERAGE WEEKLY WAGES & SALARIES*ALBERTA & CANADA (1969-72)

- industrial composites -

YEAR	ALBERTA		CANADA	
	WEEKLY EARNINGS (\$)	CHANGE OVER PREVIOUS YEAR (%)	WEEKLY EARNINGS (\$)	CHANGE OVER PREVIOUS YEAR (%)
1969	\$117.95	-	\$117.64	-
1970	\$128.15	+ 8.6	\$126.82	+ 7.8
1971	\$138.78	+ 8.3	\$137.65	+ 8.5
1972**	\$150.94	+ 8.8	\$149.03	+ 8.3

* 12-month averages

** estimated by Service Research, Planning Secretariat, Alberta Department of Manpower and Labour

SOURCE: Statistics Canada (72-002)

TABLE 7

AVERAGE WEEKLY WAGES & SALARIES - ALBERTA (1968-71)*

- by industry -
(12-month averages)

INDUSTRY	1968	1969	1970	1971	% CHANGE 1970-71
Mining & Milling	161.07	172.43	184.74	198.89	+17.7
Manufacturing	112.52	123.25	134.64	147.44	+ 9.5
Construction	128.29	146.23	166.18	185.57	+11.7
Transportation & Communication	119.53	130.45	141.15	153.27	+ 7.9
Trade	88.13	96.64	103.95	110.50	+ 6.3
Finance	99.41	108.52	114.12	120.64	+ 5.7
Service	72.29	78.17	84.27	92.09	+ 9.3

SOURCE: Statistics Canada (72-002)

*(1972 figures unavailable)

REPORTS

ADMINISTRATIVE SERVICES

The Director of Administrative Services is responsible for the preparation and control of budgets, accounting, personnel and other administrative services, including the efficient and economical utilization of staff, space and equipment. The Director is also responsible for co-ordination of various administrative functions acting in liaison with other Provincial Government Departments such as Treasury, Audit and the Bureau of Public Affairs.

Other responsibilities of the Director of Administrative Services include travel warrant authorization and control as well as inventory controls relative to Departmental office machines and testing equipment. Departmental reproduction, copying, the mail room and furniture and fixture requirements are also part of the Administrative Services provided to the Department.

1972

MANPOWER AND LABOUR PLANNING SECRETARIAT

Re-organization of the Department of Manpower and Labour created a central planning and co-ordinating body designated as the Planning Secretariat.

Functions of the Planning Secretariat are as follows:

- 1) To provide an operational mechanism through which the minister and Deputy Minister of the Department can develop and review appropriate legislation.
- 2) Providing research planning and evaluation services to all Divisions.
- 3) Providing a staff and program scheduling service to the entire Department.

The Planning Secretariat also provides informational support for decisions made in other departments of the government with regard to manpower and employment developments.

The Secretariat is composed of three sections:

- 1) Planning and Evaluation
- 2) Information Systems
- 3) Service Research

The latter is the only section at present that is fully operational.

SERVICE RESEARCH

The Service Research section of the Planning Secretariat is responsible for the supply of advisory information in the labour and manpower field, answering requests for information, carrying out necessary research as required within the framework of the Department, and for various immigration functions in assisting persons wishing to come to Alberta.

Activities:

The Section generates administrative and subject statistics, examines the need for research within the Department, and carries out special studies when required. During 1972 duties of the Service Research section included:

- 1) Preparation of the Board of Industrial Relations Quarterly Bulletin, and the Union and Prevailing Wage Rate.
- 2) Receiving, filing, and documenting Collective Agreements.
- 3) Maintenance of labour information library to serve as a central base for publications received by the Department.
- 4) Participation on various special manpower committees, and conducting research projects.
- 5) Providing an information service for interested parties.
- 6) Providing a liaison service between people wishing to come to Alberta, and Alberta employers who may have suitable job-openings.

HIGHLIGHTS OF 1972

The Service Research Section gathers information from the Board of Industrial Relations and prepares the "BULLETIN", giving a complete summary of certifications, disputes, conciliation board awards, and summary of votes on various matters. Quarterly issues of the "Board of Industrial Relations Quarterly Bulletin" were completed and published in 1972.

In addition to the above regular publication, periodic issues of the "Union and Prevailing Wage Rates" surveys were completed and made available for distribution in 1972.

Collective Agreements:

The Collective Agreements continued to be documented, and computerized print-outs prepared listing certain details of the contracts by union, by company, by expiry date, and by industry.

Library:

Work was continued on the labour information library which serves as a central base for publications received by the Department.

Research, Studies, and Special Committees:

An extensive collective agreement analysis was completed and published in 1972. Changes and trends in the nature and type of contract provisions are highlighted.

Other publications during 1972 include:

- (a) "Women in the Labour Force"
- (b) "Summer Jobs for Students"

Service Research staff participated in several special manpower adjustment committees in 1972 which were set up to help laid-off workers find alternate employment.

Two staff members were diverted to other areas within the Government service to work on special projects for a major portion of 1972.

Information and Liaison Service:

During 1972 Section personnel answered in excess of 1,000 inquiries and requests for information from various government departments and the general public.

The immigration unit received approximately 220 applications and letters requesting general employment information (resulting in the mailing of close to 370 pieces of literature). This was a decrease of 27% from written inquiries received in 1971 (and a 40% decline from 1970).

Close cooperation is maintained with Government of Alberta Offices in Los Angeles, U.S.A., and London, England, and with various trade and professional organizations, Canada Manpower Centres, private employers, and other Federal and Provincial Government departments.

The Director addresses Federal Immigration officers on tour before posting overseas, and informs them of the employment situation in Alberta, as well as other matters of other interest to their function. During 1972 he also served as Provincial liaison with a special committee concerned with the arrival of Ugandan refugees into Alberta, and their employment needs.

SAFETY INSPECTIONAL SERVICES DIVISION

The Departmental re-organization that went into effect January 1, 1973 brought together under one division, several independent branches responsible for maintaining standards of safety across the province. The division is presently made up of seven branches, and an eighth branch, the Building Inspection Branch, will be developed during the 1973-74 fiscal year. The eight branches are as follows:

- 1) Building Inspection Branch
- 2) Boilers and Pressure Vessels Branch
- 3) Electrical Protection Branch
- 4) Elevators Branch
- 5) Fire Prevention Branch
- 6) Gas Protection Branch
- 7) Plumbing Inspection Branch
- 8) Theatres Branch

THE ALBERTA BOILERS AND PRESSURE VESSELS BRANCH

The Boilers and Pressure Vessels Branch is responsible for the enforcement of minimum requirements for the design, fabrication, inspection, and certification of pressure plants and pressure vessels as are established within the Legislative power of the Province of Alberta. The purpose of these requirements is to provide reasonable protection to life and property by ensuring adherence to sound rules of construction of vessels which present a potential hazard to public safety.

Activities:

The administration of the Boilers and Pressure Vessels Act involves the following activities:

- 1) Approval and registration of designs covering boilers, pressure vessels, piping, fittings and welding procedures.
- 2) Examination and performance qualification testing of pressure vessel welders and certifications relating thereto.
- 3) Shop inspection of pressure vessels during construction, testing, and certification relating thereto.
- 4) Field inspection of on-site construction and installation of pressure plants, including final acceptance prior to placing equipment into operation.
- 5) Periodic service inspections of existing equipment and certification thereof.
- 6) Examination and certification of operating personnel.
- 7) Investigation of accidents involving equipment subject to the jurisdiction of the Act.

BRANCH HIGHLIGHTS

Inspections:

The program of carrying out service inspection of liquefied petroleum gas and anhydrous ammonia transports this year revealed that practically all of these vessels required unsafe fittings to be replaced, and many safety valves required repairs.

The statistics shown below indicate some of the types of potential hazards which were averted by routine service inspections of Branch per-

sonnel. The importance of maintaining a high degree of vigilance in this area is reflected in these statistics:

	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Safety valve seized or inoperative	252	218	246	238
Low Water Test cut-off inoperative	128	161	139	146
Free air inlet valve inoperative	11	2	5	12
Heating surface of boiler heavily scaled	191	163	150	210
Severe corrosion requiring repairs	335	303	357	322
Miscellaneous unsafe conditions	1,390	1,588	1,599	1,549
Insufficient safety-valve releasing capacity	28	42	55	29
Boiler water guage glass inoperative	22	22	13	15
Accessories and connections requiring repair	454	353	288	331
Condemned or ordered out of service	78	43	38	67
TOTAL	2,889	2,895	2,890	2,919

BOILERS OR PRESSURE VESSELS INSPECTED:

	<u>1970</u>	<u>1971</u>	<u>1972</u>
High pressure boilers	1,027	1,069	1,075
Low pressure boilers	3,331	3,774	3,611
Receivers	4,821	4,809	4,795
Heat Exchangers	1,637	1,843	1,704
Process vessels	3,305	3,407	3,298
L.P. and A.A. containers	2,698	2,994	4,145
Miscellaneous	41	16	39
Progress inspections	3,560	3,309	3,452
TOTAL	20,420	21,221	22,319

	<u>1970</u>	<u>1971</u>	<u>1972</u>
Number of inspections	20,420	21,221	22,319
Number of inspection visits	1,312	1,319	1,574
Number of special inspections	568	690	287
TOTAL	22,300	23,230	24,180
Final shop inspections	4,017	4,986	5,242
Pipe test reports	599	1,060	459
Accidents investigated	44	43	32
Special reports	35	37	26

STATEMENT OF REGISTERED VESSELS REQUIRING REGULAR INSPECTIONS:

	<u>1969-70</u>	<u>1970-71</u>	<u>1971-72</u>
Edmonton	16,007	16,550	15,786
Calgary	8,582	9,042	9,058
Red Deer	4,200	4,538	4,756
Lethbridge	2,312	2,434	2,549
Medicine Hat	1,565	1,616	1,706
Grande Prairie	1,513	1,505	1,525
TOTALS FOR PROVINCE	34,179	35,685	36,711

Examinations:

The Branch is now responsible for providing Saskatchewan, Manitoba, and Newfoundland with new engineers' examinations paper series; a number of the other Provinces are studying the program of standardizing engineers examinations. The cost of this service is shared between the Federal and Provincial governments.

The policy of issuing temporary certificates to plant operators was revised to include new provisions, one being that all Fireman Class candidates be given an oral examination.

Problems were experienced during the year with shortages of qualified pressure welders. It finally became necessary for an inspector to travel to Eastern Canada to test welders (prior to being hired by contractors) to avoid unnecessary delay in construction schedules.

It is anticipated that there will be a severe shortage of pressure welders in 1973 because of new construction in the Province.

EXAMINATIONS CONDUCTED:

Class:	1970 Total		1971 Total		1972 Total	
	Cand.	Pass	Cand.	Pass	Cand.	Pass
First Class	57	9(*9)	69	18(*11)	42	8(*6)
Second Class	184	37(*28)	189	31(*36)	234	30(*51)
Third Class	158	102	175	88	156	69
Fourth Class	358	266	389	258	382	282
Fireman's	211	184	161	143	127	115
Welders "A"	1	0	0	0	0	0
Welders "B" (theory)	347	309	270	240	219	200
Welders "B" (prac.)	698	257	479	220	337	169
Welders Retests	1365	1177	1387	1266	1398	1287
Machine Welders	11	11	20	20	110	107
Provisional Welders	298	281	92	87	118	115
Special Oil Well	185	173	64	59	22	22
TOTALS:	3,873	2,843	3,295	2,430	3,145	2,404

* Indicates Part A of exam only

Approvals:

The trend begun in 1972 was towards the construction of smaller plants. As this results in a shorter interval between the design stage and commencement of construction, continuation of this trend will result in an increased workload being placed on Branch personnel.

SURVEY DESIGNS SUBMITTED	<u>1970</u>	<u>1971</u>	<u>1972</u>
Pressure vessels	2,398	1,994	2,153
Liquid Petroleum Tanks	3	1	1
Fittings	44	54	61
Pressure Plants	27	34	41
Welding Procedures	36	62	28
TOTALS	2,508	2,145	2,284

SURVEY DESIGNS PROCESSED			
Designs completed	2,272	2,717	2,236
Designs rejected	185	199	238
Revision to designs	719	594	677
Designs cancelled	2	74	0
TOTAL	3,633	3,014	3,151

Accidents:

During 1972 there were 32 accidents investigated, 24 of which involved the operation of equipment subject to the jurisdiction of the Alberta Act and which caused injuries to 8 persons. The remaining 8 accidents (resulting in 3 fatalities and 7 injuries) involved equipment either not under the Act, or not in operation at the time. It is disturbing to find that nearly all of the accidents investigated were caused by human error and could have been avoided by following recognized safety practices.

ELECTRICAL PROTECTION BRANCH

The Electrical Protection Act, administered by this Branch, is designed to provide, as far as is practicable, an electrically safe environment, and occupational safety for the citizens of the Province. Provisions are made for programs to prevent loss of life, injury, and/or property damage to members of the general public and industrial personnel through electrical fires and accidents.

Activities:

This broad consumer protection is attained through the development and application of safety standards and regulations governing the acceptance, installation, and maintenance of materials and equipment required in the generation, distribution, and utilization of electrical energy. An educational program on the safe use of electricity is also conducted.

These goals are achieved through programs consisting of:

- 1) Application of Electrical Safety Standards through inspection and control of installations utilizing electrical energy.
- 2) Development, writing, and promotion of the use of provincial and national safety standards for installations using electrical energy.
- 3) Inspection, testing, control, and writing standards for approval of electrical equipment, as well as lab testing and inspection of specialized equipment.
- 4) Development and application of safety standards for installation and operation of electrical utility generation and distribution systems.
- 5) Control and certification of electrical workers.
- 6) Electrical safety education, accident and fire investigations, and publicity.

HIGHLIGHTS OF 1972

Inspections and Permits:

An increase in the number of electrical permits issued from 23,231 to 28,595 set a trend that is expected to continue in 1973. A

similar continuing trend is anticipated with wiring plan reviews.

INSTALLATIONS UNDER PERMIT	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Uninspected from previous years	14,862	15,671	14,029	18,256
Issued during year	22,315	21,477	23,231	28,559
TOTAL to be inspected	37,177	37,148	37,260	46,815
Inspected during year (# of installations)	21,506	23,119	19,004	25,406
Installations with no inspection	15,671	14,029	18,256	21,409
INSPECTIONS AND REPORTS				
Reports issued on installations covered by permits	36,712	39,196	41,030	37,461
Inspections on installations not covered by permit	3,978	3,894	3,514	3,534
TOTAL INSPECTIONS	40,690	43,090	44,544	40,995
INTERIOR WIRING PLANS RE-VIEWED	1,910	2,981	2,641	4,343

The number of drawing submissions and inspection reports issued on transmission and distribution lines remained relatively constant at 2,689 and 2,641 respectively. Since such reports essentially are those which list defects disclosed during routine inspection trips and reveal potentially hazardous conditions for the general public, it is evident that there is a need for effective maintenance programs by the utilities. Technical advisory committees set up by the Branch continued to be active in 1972 reassessing the existing overhead and underground construction and work practices for the purpose of formulating standards uniform with the other provinces.

There was a continued increase in the number of requests for inspection and approval of special and involved electrical equipment. Ap-

proval inspections rose to 3,500 from 3,000 with approval labels being issued on some 11,000 pieces of equipment.

Certification of Workers:

The effectiveness of the certification program in bringing about a high standard of wiring as far as public safety is concerned continues to be much in evidence. Inquiries about the program from other localities in Canada indicate that it is being used as a model to draft similar legislation.

The field staff continued, while carrying out routine inspections, to check the credentials of persons found working on the job to ensure that they have valid certification, or are registered in accordance with the apprenticeship regulations. Numerous checks revealed cases where the individual was neither registered nor certified and it was necessary to prevent these unqualified persons from installing hazardous wiring for the general public.

	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Master Certificate	637	624	661	731
Restricted master certificate	133	123	127	138
First Class standard	2,956	3,349	3,637	3,968
Second Class standard	407	454	486	483
Temporary Certificates	89	66	50	39
TOTAL VALID DEC. 31	4,222	4,616	4,961	5,359
Rural wiremen valid Dec. 31	77	70	71	68
Renewed or issued during year	2,518	1,808	1,728	1,700
Temporary Masters issued	11	8	8	1
Temporary Masters valid	8	4	2	1
Masters Exam written	51	55	78	130
Masters Exam passed	16	27	40	55
Restricted Masters Exam written	4	3	8	8

Restricted Masters Exam passed	2	3	6	3
Interview Reports Written	-	102	56	219

Accidents and Safety Program:

The results of fire and accident investigations undertaken substantiate the need for continued vigilance in the area of safety. Because these invariably result from incidents of misuse and/or abuse of electricity, the Branch maintains a reinspection program as an integral part of its operation.

Approximately 110 seminars and/or safety meetings were held during 1972 with numerous groups concerned with the use of electrical energy.

ACCIDENT INVESTIGATIONS	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Fatal - persons	10	5	6	2
- animals	13	20	8	17*
Non-fatal	124	131	135	150
Fire Investigations	48	26	22	36

* the 17 farm animals listed were electrocuted in 6 separate accidents.

ELEVATOR AND FIXED CONVEYANCES BRANCH

Acts administered by the Elevators and Fixed Conveyances Branch provide for the inspection of fixed conveyances to ascertain if such equipment complies with regulations and codes administered in the interests of employees and public safety.

ACTIVITIES:

In administering these Acts, the Branch

- 1) Examines and inspects all existing and new elevators, escalators, dumbwaiters, and employee belt-lifts to ascertain that such equipment is safe for transportation and use.
- 2) Examines and checks all existing and new installations of aerial trams, chairlifts, and ski-tows used by the public for recreation and transportation.
- 3) Issues operating permits pursuant to inspection requirements being met.
- 4) Examines and approves drawings prior to installation of elevators and fixed conveyances.

HIGHLIGHTS OF 1972

Inspections:

During 1972, a total of 4,655 inspections of elevators, escalators, and lifts were conducted.

Arrangements continued with the Federal Department of Labour for an inspection service of elevators, escalators, dumbwaiters, and belt-lifts at those buildings falling within the scope of the Canada Safety Act. A total of 201 units were inspected under this program.

Two hundred and seventy-six (276) regular and re-inspections were made on tramways, chairlifts, ski and rope tows in 1972 (sixteen fewer than in 1971)

The Branch also continued the policy of keeping the Federal National Parks Branch of the Department of Northern Affairs informed respecting inspections of aerial trams, chairlifts and ski tows located within the National Parks areas.

New Installations:

New installations of elevators, escalators, dumbwaiters, and workmen's hoists totalled 169. There were also 5 installations covered, under major and minor alterations. This total of 174 was 14 units above the 1971 figure. The major portion of these units were installed in high-rise buildings.

<u>INSTALLATIONS</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Passenger Elevators	178	123	124
Private Residence Elevators	1	-	3
Escalators	6	6	7
Freight Elevators	20	9	12
Dumbwaiters	22	8	11
Belt-lifts	1	-	-
Workmen's Hoists	4	7	8
Moving Walks	-	-	2
Inclined Lifts	-	-	2

MAJOR & MINOR ALTERATIONS

Passenger Elevators	7	5	5
Freight Elevators	2	1	-
Dumbwaiters	1	1	-
TOTAL	242	160	174

Approval of Drawings:

During 1972, a total of 162 elevator drawings were checked and approved (one less than in 1971). It is anticipated that 1973 should see a few more installations come off the drawing board for approval.

Five (5) drawings were checked and approved for new ropeway equipment. Most of the new installations were for ski tows with one new chairlift approved and installed.

Accidents:

Reporting of accident statistics for elevators, aerial tramways, and workmen's hoists to the Canada Department of Labour was continued. No fatal accidents occurred in 1972 on elevators, escalators or dumbwaiters. Sixty-one (61) accidents were investigated and reported to Ottawa. Of this number, thirty (30) occurred on escalators, all of a minor nature and involving elderly people or young children. Freight elevators accounted for 21 accidents investigated; the majority of the freight accidents involved the closing of heavy bi-parting freight doors. Nine (9) accidents involved passenger elevators, with one accident on a workman's hoist; all were of a minor nature. The total of accidents occurring in 1972 (61) was five less than in 1971.

Safety Meetings:

The Elevators Branch continued the policy started several years ago of meeting with representatives of the Alberta Elevator Contractors to discuss code changes and safety regulations.

Discussions and meetings were also held with the Calgary and Edmonton Fire and Building Inspection Departments concerning elevator installations and National Building Code changes.

Branch personnel attended and participated in a number of other meetings, conferences, and seminars throughout 1972 dealing with matters affecting public safety.

FIRE PREVENTION BRANCH

The Fire Prevention Branch has as its major responsibility the prevention of injury, loss of life, and/or property damage by uncontrolled fires.

Activities:

In the administration of The Fire Prevention Act and The Lightning Rod Act, the Branch operations have been divided into three sections:

- 1) The Inspection Section conducts inspections of buildings throughout the Province, particularly those under regulations. In addition, inspectors enforce the requirements of The Lightning Rod Act, and generally promote fire prevention through municipal organizations.
- 2) The Fire Services Section works with municipal Fire Departments providing technical assistance in all areas of fire protection.
- 3) The Investigation Section is responsible for the investigation of fires where death is involved, where arson is suspected, or as required to determine cause, origin, and circumstances of fire.

HIGHLIGHTS OF 1972

Inspections:

An active inspection program was conducted during 1972.

<u>YEAR</u>	<u>BUILDINGS INSPECTED</u>	<u>TOWNS INSPECTED</u>	<u>ORDERS WRITTEN</u>	<u>WRITTEN RECOMMENDATIONS</u>
1970	4,862	201	9	10,012
1971	4,559	189	11	7,328
1972	4,959	154	3	7,318

Types of buildings inspected were as follows:

	<u>1970</u>	<u>1971</u>	<u>1972</u>
Schools	1,028	631	730
Senior Citizen & Nursing Homes	111	118	104
Nurseries & Institutions	198	280	324
Oil Burners	6	4	9
Hospitals	143	118	208
Service Stations	1,345	1,146	1,226
Bulk Fuel Plants	604	556	521
Hotels	138	110	167
Motels	63	28	75
Fertilizer Sheds	261	325	349
Government Buildings	187	346	482
Others	778	997	764
TOTAL	4,862	4,559	4,959

The above inspections are in addition to those conducted by local assistants in various cities, towns and villages. The inspectors have continued the practice of encouraging and training local assistants in the conduct of their own inspection work.

During 1972, a total of 83 orders to remedy conditions were issued under the Fire Protection Act - 77 by local assistants.

Plans were submitted for checking by various agencies in accordance with the requirements of the Fire Prevention Act and Regulations as follows:

Hospitals	13
Schools	220
Hotels	16
Government Buildings	27
Senior Citizen & Nursing Homes	22
Bulk Plants	69
Nurseries & Institutions	144

Service Stations	10
Fertilizer Storage	23
Other Buildings	53
TOTAL	597

Investigations:

Fire investigations are conducted in response to requests of reports from local assistants, insurance adjustors, and law enforcement agencies. The investigations are conducted for the purpose of fire crime control, or to discover the cause of fire in order to establish better fire prevention safeguards. Fire investigations reported to this office by Federal, Provincial and Municipal law enforcement agencies as well as those conducted by inspectors from this Branch, were as follows:

	<u>1971</u>	<u>1972</u>
Investigations conducted by inspectors of this Branch	215	220
Investigations conducted by other agencies	326	504
TOTAL investigations conducted	541	724

Conclusions of investigations were reported as follows:

	<u>1971</u>	<u>1972</u>
Arson	268	235
Suspected arson	67	62
TOTAL incendiary fires	335	297
Accidental or causes unknown	137	392
Still under investigation	69	35
TOTAL	541	724

Charges were laid in 15.5% of the cases where incendiary fires were involved.

This year the Branch completed the first full year's operation of the new fire loss statistics system which is proving very beneficial by providing more detailed information on fire causes and origin.

FIRE DEATHS & INJURIES REPORTED

<u>YEAR</u>	<u>DEATHS</u>	<u>INJURIES</u>
1970	52	95
1971	60	157
1972	64	231

FIRE LOSS ESTIMATES

<u>YEAR</u>	<u>NUMBER</u>	<u>LOSS (\$)</u>
1970	4,804	15,647,698
1971	7,422	15,699,068
1972 (estimate)	7,000	16,500,000

Fire Prevention Education:

By means of lectures, film showings and demonstrations, the Fire Protection Branch promoted fire prevention education at meetings arranged with local groups. The following table compares these activities over the past three years:

<u>YEAR</u>	<u>MEETINGS</u>	<u>FILMS SHOWN</u>	<u>ATTENDANCE</u>
1970	275	64	7,867
1971	237	86	8,379
1972	586	78	8,712

A film lending library of 95 titles is maintained and films distributed throughout Alberta. During 1972 there were 740 bookings of these fire prevention and instruction films. In addition, regular bulletins on fire prevention were prepared and distributed to the news media.

The Fire Commissioner and his staff again participated in promoting Fire Prevention Week. This entailed numerous visits to fire depart-

ments and contacting various councils concerned with fire safety.

Fire Department Training:

This Branch continued to assist municipal and industrial fire departments throughout 1972. The following table indicates the growth of this training service over the past three years.

	<u>1970</u>	<u>1971</u>	<u>1972</u>
Number of schools in year	8	9	9
Number of schools to date	59	68	77
Attendance each year	165	153	185
Attendance to date	1,393	1,546	1,731
Fire Departments participating to date	203	207	214

Emergency fire services training and planning was continued under the direction of the Fire Commissioner. Efforts by municipal county councils to organize rural fire protection were given support and guidance by Branch members.

Other:

The Fire Commissioner and Deputy Fire Commissioner serve on committees on various phases of fire protection and prevention as required.

The Fire Commissioner participated on a committee recommending the adoption of a Provincial Building Code. The resulting report is to be presented for legislative approval in early 1973.

The Commissioner continued to chair a committee drafting a Revised National Fire Code. This new Code is nearing completion, and will be available for further study in 1973.

The Lightning Rod Act

There were five companies licensed to sell lightning rod materials in 1972. Licenses were issued to 40 agents. Inspections of lightning rod installations in 1972 totalled fifteen.

GAS PROTECTION BRANCH

The purpose of the Gas Protection Branch is to provide for the protection of persons from injury, and property from damage, in the installation, transmission, distribution and use of natural and liquefied petroleum gases. It enforces regulations governing the acceptance, installation and maintenance of materials and equipment used in this regard.

Activities:

This responsibility involves the following:

- 1) Field inspection of gas installations.
- 2) Issuance of gas permits. Regulations require that a permit must be obtained before constructing, installing, or altering any facilities for the use of gas.
- 3) Certification of gasfitters to ensure that field installation work is completed by qualified tradesmen.
- 4) Approval of gas burning appliances and equipment.
- 5) Industrial inspections to ensure that the operation of large volume equipment is safe and satisfactory.

HIGHLIGHTS OF 1972

PERMITS	<u>1971</u>	<u>1972</u>
Natural gas (towns and villages)	9,120	11,755
Natural gas (farms)	2,820	2,669
Propane (towns and villages)	3,805	4,698
Propane (farms)	3,320	3,069
Plastic pipe	678	546
TOTAL number issued	19,743	22,737
Uninspected from previous year	11,383	12,690
TOTAL to be inspected	31,126	35,427
TOTAL Inspected	18,436	19,355

	<u>1971</u>	<u>1972</u>
With no inspection	12,690	16,072
Requiring re-inspection	2,434	3,220

As in the past several years, the main highlight of the year was the use of plastic pipe to replace steel pipe for natural gas service lines.

In spite of the conversion from propane gas to natural gas in many areas, the number of propane gas installations which were completed exceeded previous years. There was, therefore, a substantial increase in the number of permits issued for propane gas and natural gas installations.

Approvals:

During the year, a reduction was recorded in the number of Field Approval Tests which were required on uncertified gas-fired appliances, indicating that the National Gas Appliance Certification Program is making steady progress.

Certification:

The certification section continued with its program of reviewing work performed by gasfitters, prior to the renewal of certificates. There is now a total of 3,300 certified gasfitters in the Province, of which 915 are qualified to obtain gas installation permits. In spite of the number of gasfitters a shortage was noted in some of the more rural areas being served with natural gas. Often homeowners in these areas attempt, with the advisory assistance of Branch personnel, to complete gas installations themselves. A resulting increase in inspectional work has proven to be time consuming.

<u>Accidents and Explosions:</u>	<u>1971</u>	<u>1972</u>
Fatal accidents investigated	3	8
Non-fatal accidents investigated	13	17
Fires and explosions investigated	19	19

PLUMBING INSPECTION BRANCH

The Plumbing Inspection Branch is responsible for protecting the public against the use of poor materials, and unqualified tradesmen, and to maintain a high calibre of plumbing installation in Alberta through an established inspection service. It is also a function of this Branch to protect the health and safety of the public.

Activities:

Administration of all pertinent legislation includes:

- 1) Issuance of permits for construction of plumbing installations.
- 2) Inspections of plumbing installations.
- 3) Plan checking prior to commencement of construction.
- 4) Preparation of booklets and pamphlets for guidance of architects, engineers, and the public.
- 5) Provide schools for the education of the public.

HIGHLIGHTS OF 1972

Inspections and Permits:

In 1972 the number of permits issued was 4,194, as well as 1,095 private sewage disposal permits. The number of plumbing permits issued is a 64.7% increase over 1971, while sewage disposal permits show a 242% increase. The value of the plumbing installed in 1972 is estimated at 120 million dollars.

Inspection services are now provided for 176 urban municipalities. The number of inspections made, and permits issued, was the highest ever recorded by this Branch.

Public Education:

The Branch again cooperated with the Agricultural Engineering

Branch of the Alberta Department of Agriculture by giving lectures to twenty classes which were designed to assist rural dwellers to better understand the method of installing a plumbing system to serve their homes. These classes were well attended, and appreciated by those interested.

An increase was recorded in the number of individuals visiting Branch offices seeking guidance and information to assist them in servicing their dwellings.

New Regulations:

During 1972 Branch personnel assisted in drafting a completely new set of Plumbing and Drainage Regulations to make the Alberta standards more closely attuned to those of the National Building Code.

THEATRE BRANCH

The Theatres Branch is responsible under the Amusements Act and the regulations thereunder for all aspects of safety to the general public in theatres and public halls, as well as to employees in such establishments. The Branch is also responsible for ensuring the proper qualification of motion picture projectionists.

Activities:

The performance of these duties involves:

- 1) Licensing and periodic safety inspections of all buildings throughout the Province defined by the Act as "places of amusement".
- 2) Approval of design, drawings, and construction of new "places of amusement".
- 3) The apprenticeship, examination, qualification and licensing of motion-picture projectionists. The inspectors set, conduct the examinations, grade the candidates into three classes, and endorse the certificates of proficiency.
- 4) Certification that theatrical mechanical and projection equipment in "places of amusement" is an approved type, installed according to regulations.

HIGHLIGHTS OF 1972

<u>BUILDING INSPECTIONS</u>	<u>1971</u>	<u>1972</u>
Number of inspections made in places of amusement	140	264
 <u>RECOMMENDATIONS TO CORRECT FAULTS RE:</u>		
- electric wiring	26	24
- fire prevention	73	191
- public safety	269	336
- miscellaneous	26	74
- projector repairs	19	69
- structural faults (arenas only)	1	7

	<u>1971</u>	<u>1972</u>
- Certificates of Compliance withdrawn	2	2
- inspections with no recommendations	15	35
NEW CONSTRUCTION		
Certificates of Compliance issued for new buildings	34	40
Number of new plans approved	38	57
New buildings in planning for construction	70	91
PROJECTIONIST EXAMS & LICENCES		
Number of candidates for examination	59	56
Qualified for 3rd class cert.	28 of 35	31 of 38
Qualified for 2nd class cert.	9 of 16	7 of 10
Qualified for 1st class cert.	6 of 8	6 of 8
OTHER CERTIFICATES ISSUED		
Apprentice licenses	90	55
Narrow gauge projectionist (no examination)	31	31
Replacement for loss or destruction	1	3
TOTAL Certs. issued of all types	165	137
LICENSES — PLACES OF AMUSEMENT		
Entertainment halls	975	985
Motion picture theatres	225	224

LABOUR DIVISION

When the Department of Manpower and Labour was re-organized, one of the three major divisions established was the Labour Division. The structure of this division is unique in Canada and one of its major objectives is to promote and help develop a continuity in labour management communication throughout the life of agreements rather than solely at the time of contract negotiations.

Some of the other objectives and responsibilities of the branches in this division are: to protect the rights of workers; to safeguard the rights of labour unions and management; to promote harmonious labour relations; to protect the rights of consumers; and to safeguard the rights of Alberta employees to benefits under pension plans. Another, and very important objective, is the protection of individuals from discriminatory acts and practices by his fellow citizens. This includes protection against discriminatory practices in employment and in the provision of public services.

The labour division is made up of the following branches:

- 1) Labour Standards Branch
- 2) Labour Relations Branch
- 3) Consumer Affairs Branch
- 4) Human Rights Branch
- 5) Pension Benefits Branch

Prior to re-organization, Labour Standards and Labour Relations comprised the Board of Industrial Relations.

BOARD OF INDUSTRIAL RELATIONS

The Board is responsible for the administration of The Alberta Labour Act and the regulations established thereunder. The legislation covers the individual who is employed, the rights of labour unions and management, the safeguarding of wages and other labour standards, protection against discrimination, and the maintenance of harmonious labour-management relations.

The Board is also charged with the administration of:

- 1) The Industrial Wages Security Act, which provides for payroll security in the lumbering and coal mining industries.
- 2) The Employment Agencies Act, which provides for the licensing and supervision of employment agencies in order to safeguard the interests of users.

Activities:

The duties of the Board of Industrial Relations fall into three major areas of interest:

- 1) Labour Relations
 - a) Certifying trade unions
 - b) Conciliation and mediation of collective bargaining disputes
 - c) Dealing with complaints of unfair labour practices
 - c) Interpreting The Alberta Labour Act with respect to strikes and lockouts
- 2) Labour Standards
 - a) General inspections to safeguard the rights of employers and employees respecting all employment standards established by legislation
- 3) Other Board Activities

HIGHLIGHTS OF 1972

Labour Standards:

Efforts by the Labour Standards section of the Board to assist

Alberta employers and employees in observance of the labour standard provisions of The Alberta Labour Act involve general inspections, answering inquiries from the public, participation in group seminars composed of employers and employees, and giving lectures to high school and vocational students.

	<u>1970</u>	<u>1971</u>	<u>1972</u>
Number of Inspections	59,531	48,505	45,730
Number of Business Places Inspected	13,335	10,870	9,679
Employees Affected by Inspections	145,715	124,040	134,486
SETTLEMENTS MADE			
Overtime Arrears	\$ 91,164.53	\$ 85,074.66	\$ 77,518.59
Vacation Pay	104,629.94	115,252.13	96,483.52
Underpayment of Minimum Wages	9,514.80	15,998.07	12,111.83
Non-payment of Wages Due	208,780.47	227,083.93	256,514.01
General Holidays	23,716.89	34,136.10	43,030.56
TOTAL	\$437,806.63	\$477,544.89	\$485,658.51
Employees Affected by Settlements	7,222	6,531	5,555
Number of Complaints Received	9,100*	10,201	9,015
Weekly Increase Obtained for Employees	\$ 1,676.59	\$ 2,122.35	\$ 771.12

* Adjusted year end figure.

CUMULATIVE TOTAL: \$10,924.00

COMPLAINTS	Edm.	Calg.	Gr. Pr.	Leth.	Med. Hat	Red Deer	TOTAL
Hours of Work	219	1	61	3	2	39	325
Minimum Wage	744	257	6	18	33	23	1,081
Gen. Holidays	800	222	49	26	25	60	1,182
Non-payment	1,889	726	187	61	50	86	2,999
Labour Welfare	30	4	-	-	-	8	42
Vacation pay	1,975	778	204	65	66	78	3,166
Equal pay	1	-	-	-	-	-	1
Ind. Wage Sec.	114	6	-	-	-	-	120
Ind Standards	-	-	-	-	-	-	-
Miscellaneous	74	-	-	17	-	8	99
TOTAL	5,846	1,995	507	189	176	302	9,015

Prosecutions:

When an employer fails to comply with the Provisions of the Act and the Orders made thereunder, action may be taken through summary conviction courts. A summary of the court cases during 1972 follows:

	<u>1970</u>	<u>1971</u>	<u>1972</u>
Number of businesses charged	121	130	198
Number of counts entered	384	603	1,499
Convictions	232	280	629
Withdrawals	115	106	429
Pending	132	337	756
Dismissals	27	12	22
Appeals	2	3	2
Amounts of Fines Assessed	\$ 6,610.00	\$ 4,851.30	\$ 6,627.00
Amounts of Costs Assessed	2,283.83	1,146.40	1,093.70
<u>Amounts Implicated:</u>			
Minimum Wage and Overtime	\$ 5,844.91	\$ 6,960.65	\$ 4,397.76
Non-payment of Wages	49,568.79	61,236.82	66,939.34
Vacation Pay	16,816.98	13,479.78	16,099.88
General Holiday Pay	3,731.77	2,135.44	2,636.39
TOTAL	\$75,962.45	\$93,812.69	\$90,073.37

Equal Pay:

The Equal Pay legislation contained in The Alberta Labour Act is intended to eliminate sex as a basis for wage differentials between persons of opposite sex performing similar work within the same establishment. Procedures are set forth whereby claims may be filed upon violation of the legislation.

In 1972 one such claim was filed, and after investigation and consultation with the complainant, it was found to be justified.

Additions and Amendments to Labour Standard Regulations:

Major changes in 1972 included revisions in the minimum wage (increased from \$1.55 to \$1.75 per hour as of January 1, 1973), the length of the work week (the Board of Industrial Relations may now approve a shortened work week), and general holidays (increased from 7 to 8 by including Remembrance Day as a general holiday).

Labour Relations:

A decrease in the number of disputes referred to conciliators was recorded in 1972. Similarly, the number of disputes referred to Conciliation Boards was reduced. Effects of the policy of continued involvement on the part of the conciliators is reflected in the settlement figures. This maintenance of rapport with the parties shows up in the fact that there were only 7 strikes and 2 lockouts in 1972, as compared with 17 strikes in 1971.

DISPUTES SETTLEMENT

<u>CONCILIATIONS</u>	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Applications for Appt.	194	181	246	174
Completed (settled)	86	82	121	80
Pending at Dec. 31	33	19	15	14
Cancelled	7	6	10	11
To Conciliation Board	25	15	20	11
Lapsed	0	0	0	0
Conciliators Recommendations				
- rejected (91 (1) (b))	43	59	80	57
- Arbitration Board	0	0	0	1

CONCILIATION BOARDS

Unanimous Awards	14	14	13	5
Majority Awards	13	4	2	3
Pending Award at Dec. 31	0	1	2	3
Cancelled	-	-	1	3
Dissent by Employer nom.	4	4	1	0
Dissent by Employee nom.	9	0	1	3

CONCILIATION BOARD AWARDS

Accepted by both parties	9	7	6	3
Accepted by employers only	32	2	2	0
Accepted by employees only	5	8	6	2
Rejected by both parties	7	1	1	2
Settled before Award	7	3	3	1

VOTES

RE: Conc. Board Awards	45	5	12	5
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RE: Strike Action	66	40	53	41
RE: Section 111	0	1	2	0
RE: Conciliators Recommend.	89	79	101	80
RE: Lockouts	-	-	1	-

STRIKES & LOCKOUTS*

Strikes	12	8	17	7
Lockouts	2	0	0	2
Number involved in legal strikes & lockouts				
- employers	12	14	17	12
- employees	1,601	1,586	8,569	906

* after provisions of The Alberta Labour Act were complied with.

OTHER BOARD ACTIVITIES

CERTIFICATIONS	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Granted	197	133	244	222
Refused	57*	49	65	61
Returned	5	4	0	1
Pending	13	30	25	19

REVOCATION OF CERTIFICATION

Certificates revoked	9	16	17	6
Applications refused	13	7	13	2
Applications pending	0	13	0	1

REGISTRATIONS

Granted	-	1	4	3
Refused	-	0	10	2
Returned	-	0	0	0
Pending	-	10	4	16

VOTES

RE: Appt. of Bargaining agent	23	12	30	11
RE: Revocation of Cert.	12	17	11	3

BOARD MEETINGS

Number of Board Meetings (including public hearings)	68	68	74	84
Executive Committee Meetings	-	-	14	13

ILLEGAL STRIKE OR LOCKOUT REFERENCES

Cease and desist orders

- granted	-	-	7	3
- refused	-	-	0	0
- returned	-	-	0	0
- pending	-	-	2	0

UNFAIR LABOUR PRACTICES COMPLAINTS

Settled without order	-	-	4	3
Substantiated and order issued	-	-	2	6
Refused	-	-	6	5
Pending	-	-	4	1
Withdrawn	-	-	3	3

APPLICATIONS FOR SHORTENED WORK WEEK BY EXTENDING DAILY HOURS

Approved	-	-	-	9
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* Adjusted figure - includes applications refused following requests for withdrawal.

The Employment Agencies Act:

To date, there have been 58 agency licenses issued in Alberta. Of these, thirty-six are for agencies operating in Calgary, with the remaining 22 being issued to employment agencies in Edmonton.

CONSUMER AFFAIRS BRANCH

The Consumer Affairs Branch is responsible for protecting the interests of consumers in Alberta.

Activities:

In administering the Consumer Affairs Act, the Branch is involved in:

- 1) Maintaining a liaison with consumers and business groups throughout Alberta.
- 2) Disseminating information to the public for the purpose of advising consumers respecting Acts which provide protection for the consumer.
- 3) Receiving and investigation of complaints of practices that are in contravention of Acts for the protection of consumers, or appear to be detrimental either to business or to consumers.
- 4) Co-operation with consumers and business groups, other governments, their agencies, and any bodies or organizations with programs designed to promote the interests of consumers in Alberta.

HIGHLIGHTS OF 1972

Liaison With Business and Consumer Groups:

During 1972 a continuing liaison was maintained with such groups as the Better Business Bureaux of Calgary and Edmonton, the Alberta Branch of the Consumer Association of Canada, the Alberta Carpet Cleaning Association, the Canadian Mobile Home and Travel Trailer Association, and the Alberta Credit Grantors Association.

Dissemination of Information to the Public

Branch personnel accepted every opportunity to speak to consumer groups and business groups, service clubs, and high school students. These efforts were complemented by distribution of brochures, and par-

ticipation in radio and television consumer information programs. In addition, a major portion of Branch hours were spent answering written inquiries, and counselling consumers via the telephone.

Receiving and Investigating Complaints:

The following list is a summary of the major areas the Branch dealt with in the past year:

- 1) Sales and service
- 2) Advance payment for service
- 3) Direct sales
- 4) Home improvement contracting
- 5) Investment and self-improvement
- 6) Warranties and guarantees

CREDIT AND LOAN AGREEMENTS ACT

The Credit and Loan Agreements Act provides that persons borrowing or receiving credit from credit grantors shall be fully informed of all the terms and conditions upon which the lending or granting or credit is made. Any release or waiver of the rights or benefits given by or required by this Act is against public policy and void.

Activities:

Administration of the Act involves the following tasks:

- 1) Conducting studies, surveys, and inquiries to determine the identity of all credit grantors in the Province, and their credit granting policies.
- 2) Recommending to credit grantors any changes in their business practices considered necessary in order to comply with the Act.
- 3) Consulting and co-operating with credit grantors and other interested parties in order to facilitate the attainment of the objects of the Act.
- 4) Receiving and investigating complaints from the public about credit granting practices.

HIGHLIGHTS OF 1972

Complaints:

The Branch handled an 11% increase in written complaints, together with an even greater increase in telephone complaints and enquiries. These complaints covered a diversity of areas, and indicates a continuing need for consumer education so the consumer can safely enter the marketplace without falling prey to credit abuse.

Enforcement:

Through a spot-audit program the Branch became aware during 1972 of the flagrant violation of the Act by a credit grantor, which resulted in a successful prosecution.

HUMAN RIGHTS BRANCH

The Human Rights Branch has as its major objective the ultimate elimination of prejudice and discrimination in Alberta through enforcement of the Provincial Human Rights Code.

Activities:

Supervision of the Human Rights code can be divided into two categories:

- 1) Education: a) library service
 b) newsletter
 c) publicity and promotion
 d) research
 e) attending seminars, etc.
- 2) Enforcement: a) conciliations
 b) hearings

HIGHLIGHTS OF 1972

Complaint Handling:

A total of 311 concerns were registered with the Branch in 1972. At the year's end, only ten of these were still under active investigation.

<u>YEAR</u>	<u>FORMAL</u>	<u>INFORMAL</u>	<u>TOTAL</u>
1966	2	1	3
1967	13	17	30
1968	17	25	42
1969	32	47	79
1970	52	49	101
1971	131	160	291
1972	129	182	311

COMPLAINTS RECEIVED IN AREA OF	FORMAL	INFORMAL	TOTAL
Employment	70	84	154
Public Services	34	53	87

	<u>FORMAL</u>	<u>INFORMAL</u>	<u>TOTAL</u>
Public Accommodation	3	-	3
Apartment Accommodation	16	10	26
Other non-public accommodation	4	21	25
Miscellaneous	2	14	16
TOTAL	129	182	311

A Board of Inquiry was convened on two occasions in 1972, with a third one scheduled for 1973.

Education:

Human rights personnel participated in 40 speaking engagements, 9 radio and television programs, 5 human rights programs, 3 human rights displays, 19 workshops (94 sessions). In total, approximately 7,930 people were directly exposed to activities of this Branch.

In addition to the above educational activities, the Branch distributed over 21,000 pieces of literature, including some 11,000 issues of the quarterly newsletter "Human Concern".

The Branch is in the process of establishing a library housing publications relating to the human rights area - the intention being to provide a library service to all persons interested in this area of study.

Studies and Conferences:

A number of special research studies were completed in 1972, with the results providing valuable information.

Possibly the most significant event affecting human rights agencies across Canada in 1972 was the founding of the Canadian Association of Statutory Human Rights Agencies at a conference hosted by Alberta. The Association's prime object is to provide a communication link for

exchange of information among Canadian agencies interested in human rights. Alberta's Director of Human Rights was elected as its first President.

Conversations were entered into with the publishers of Alberta's seven daily newspapers regarding the removal of sex-segregation in want-ads as required under the Individuals Rights Protection Act. Reception generally has been good and accommodating.

PENSION BENEFITS BRANCH

The Pension Benefits Act, which came into force on January 1, 1967, safeguards the rights of Alberta employees to the benefits promised under pension plans established by employers.

Activities:

The Branch is responsible for the registration of all pension plans in Alberta, and continuing supervision to ensure full compliance with the Act is maintained during the life of each plan. There are four main provisions with which a pension plan must comply to obtain and maintain qualification for registration:

- 1) Testing - entitlement of a member to a deferred life annuity composed of the pension benefits accrued under a pension plan in respect of service since January 1, 1967, if at the time he ceases to be employed, he had attained the age of 45 years, and had been employed for a continuous period of ten years by his employer.
- 2) Explanation to employees - a written explanation of the plan (or a copy of the plan) must be given to employees so they are aware of entitlement.
- 3) Funding - sufficient money is to be paid to a trust fund or insurance company to provide the benefits promised.
- 4) Investment - fund moneys must be invested in qualified securities, providing a reasonable safeguard against loss through investment.

The Branch personnel are also involved in:

- 1) Analysis of documentation in respect of pension plans
- 2) Promotion of the establishment, extension and improvement of pension plans.
- 3) Investigation of complaints.

HIGHLIGHTS OF 1972

REGISTRATIONS	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
Applications received	2,569	2,654	2,718	2,810
Already registered in other provinces or duplicate files	<u>662</u>	<u>667</u>	<u>668</u>	<u>668</u>

	<u>1969</u>	<u>1970</u>	<u>1971</u>	<u>1972</u>
TOTAL REGISTRATIONS	1,907	1,987	2,050	2,142
Plans Examined	1,900	1,980	2,044	2,120
Plans Accepted (ie. registered)	1,815	1,909	1,968	2,040
Plans Cancelled	253	462	613	750
Plans not Accepted (includes unexamined)	28	13	12	33
Plans transferred under Re- ciprocal agreement:				
- to Alberta supervision	60	69	71	77
- from Alberta supervision	26	52	55	65
Amendments to accepted plans	762	1,232	1,946	2,871

PLANS CANCELLED IN 1972:

<u>Number Cancelled</u>	<u>Reason for Discontinuance</u>
278	Non-approval by Department of National Revenue
122	Replaced by new plans
80	Financial problems
68	Company dissolved
16	Not required to register and duplicate registration
75	No members left in plan
14	Non-compliance
97	No person given owner's request
750	TOTAL

During 1972, the superintendent of the Branch participated in discussions of suggested changes to the various Acts relating to provisions contained in pension plans. Thereafter, the reactions of interested groups to these suggested changes were solicited, and a detailed

study of the responses is now ongoing.

As a result of a number of meetings between representatives of various authorities, a uniform Application for Registration and Annual Information Return was agreed upon. Subsequently, a regulation was passed adopting the new forms, and instituting a new schedule of fees.

MANPOWER DIVISION

In June of 1972 legislation was passed establishing the new Alberta Department of Manpower and Labour. A newly created Manpower Division thereafter became an integral part of the new Department.

The initial responsibility of this Division was to develop an Alberta Manpower Policy, and to supervise its implementation. This milestone policy received government approval in November of 1972, with the organizational structure designed to service this Policy becoming effective on January 1, 1973.

The Manpower Division is responsible for co-ordinating the area of employment development programs as well as the areas of training, counselling, and placement services as they affect employment. In this regard the Division maintains close liaison with other provincial and federal agencies involved in the manpower and employment areas.

The Division is made up of three major areas whose functions all relate to the preparation of people for employment and ensuring that employment opportunities are available for all Albertans who want to work. Pending forthcoming appointments, each area will be headed by a Co-ordinator who will, in effect, operate at the Executive Director level of authority and responsibility. The three major areas are:

- 1) Manpower Training
- 2) Career Planning and Placement
- 3) Employment Development

The latter two are not yet fully operational, but the task of manpower training is carried out by the existing Apprenticeship and Trades Qualification Branch.

APPRENTICESHIP AND TRADES QUALIFICATION BRANCH

The major responsibility of this branch is the development of skilled manpower through an organized system of training. The Branch is responsible for the administration of four Acts:

- 1) The Alberta Apprenticeship Act provides for the training of apprentices to the Journeyman level in many trades and occupations (currently 34 trades are designated under the Act).
- 2) The Tradesmen's Qualification Act and The Welding Act provide that only certified tradesmen and apprentices may practice certain trades, in order to protect the public against poor workmanship. There are presently 13 trades designated under The Tradesmen's Qualification Act, and one under The Welding Act.
- 3) The Dental Mechanics Act provides for the certification of dental mechanics pursuant to the requirements of the Act.

Activities:

Branch duties include:

- 1) Arranging for adequate institutional training of apprentices.
- 2) Supervising on-the-job training and the general welfare of apprentices.
- 3) Development of training curricula.
- 4) Conducting examinations and issuing certificates to graduates of the apprenticeship program, as well as persons who have had considerable experience in a designated trade but have not gone through the Alberta Apprenticeship Program.

In addition, since October, 1972, the Branch has supervised administration of the Trade Schools Regulation Act, which enforces minimum standards of operation for Trade Schools.

Branch operations are managed by five regional offices located throughout the province. The chart below summarizes their activities during 1972: (over)

	<u>Edm.</u>	<u>Calg.</u>	<u>Leth.</u>	<u>Red Deer</u>	<u>Gr. Pr.</u>	<u>TOTAL</u>
New Apprentices	1,701	1,091	260	232	206	3,490
Apprentices terminated	1,188	603	130	93	100	2,114
School Attendance	4,287	2,731	613	451	407	8,489
Shop Registrations	4,280	3,319	1,300	944	760	10,603
Field Interviews (Apprentice)	3,484	1,978	900	778	311	7,451
Field Interviews (Employer)	2,973	653	226	749	474	5,075
Field Interviews (Other)	981	285	215	245	241	1,967
Office Interviews	7,044	4,568	950	411	295	13,268
L.A.C. Meetings	60	72	3	-	1	136

HIGHLIGHTS OF 1972

Apprenticeship Program:

The number of apprentices registered at the end of 1972 totalled 8,898. This was an increase of 182 over 1971, but less than the record of 9,243 established at the end of 1970.

New apprentices indentured during 1972 numbered 3,490; a significant increase of 730 over 1971, resulting in a "rate-of-indenture" of 29%. The "rate of indenture" is the number of new apprentices registering during the year expressed as a percentage of the total number of apprentices registered.

The "rate-of-cancellation" also showed an improvement in 1972 (9.1% as opposed to 10.3% in 1971). This decline may be attributed to the general improvement in economic conditions in 1972.

An all-time high of 2,114 apprentices graduated in 1972 - the first year the total exceeded 2,000. This makes a "rate-of-graduation" for 1972 (the ratio of the number of graduates to the number of new apprentices four years earlier) of 63%.

School Attendance:

Attendance figures in 1972 registered a slight decrease with a final total of 8,489. This was, however, a 5.5% increase since 1968.

An analysis of 1972 figures shows that attendance at schools was distributed as follows:

S.A.I.T. - 41.3%	N.A.I.T. - 56.2%
Fairview - 0.72%	Lethbridge - 1.6%
Olds - 0.18%	

Technical training was provided through 435 individual courses. There are presently 321 vocational high school graduates registered in the system while another 248 have completed their apprenticeship and are now qualified tradesmen.

The education up-grading courses (pre-first year) were attended by 112 apprentices, while 26 special Journeyman courses registered 287 tradesmen.

It is of interest to note that training was provided for 137 out-of-province apprentices during 1972; 114 from the Northwest Territories, 4 from Saskatchewan, 16 from Manitoba, and 3 from Nigeria.

Curriculum and Examination Program:

In excess of 180,000 examinations were conducted in 1972, with approximately 2,100 of these being Interprovincial Examinations.

A total of 48 examinations were either originated or revised in 1972 (with major work having been completed on four more). Curriculum revisions ranging from minor to extensive have been carried out for 15 trades, and considerable work has been done creating program instruments for the emerging trade of Heavy-duty Mechanic.

Program Booklets incorporating brochures and course outlines were

developed, and made available for distribution to 13 trades. Record books for 3 trades were revised, while new ones were constructed for two additional trades.

Certification Program:

During 1972 there was a 4.8% increase in total Proficiency (2,865) and Qualification (1,455) Certificates issued. Closer analysis, however, shows a decline in Proficiency Certificates issued, but a significant increase in Qualification Certificates.

The Electrical Protection Branch issued 349, and the Gas Protection Branch issued 250 Journeyman certificates, based on examinations prepared and conducted by this Branch.

The grand total of certificates resulting from this program was 4,919, and increase of 251 over 1971.

There are presently fifteen trades on the Extended Program. This program extends to an Alberta Journeyman the privilege of writing an Interprovincial Seal examination which will qualify him to practice his trade anywhere in Canada. Of the 1,828 Interprovincial Seals issued during 1972 (an increase of 287), 207 were issued under this Extended Program.

